Helicopter Community Brief

LCDR Carolyn Peterson
Helicopter Initial Shore Assignments

PERS-43 Staff

- CDR Chris “Shooter” Herr
  - PERS-43 Deputy Director
- CDR Joseph “JoBu” Torian
  - Helo O-5 Detailer
- CDR Brannon “Bick” Bickel
  - Oncoming Helo O-5 Detailer
- LCDR Dave “3D” Ayotte
  - HSC Placement Officer
- LCDR Matt “Moto” Martin
  - HSM Placement Officer
- LCDR Kyle “Chucky” Leslie
  - Helo Shore Assignments Officer (DH/Post DH)
- LCDR Loren “Wookie” Jacobi
  - Helo Sea Assignments Officer
- LT Rick Murray
  - Helo Initial Shore Assignments Officer

Agenda

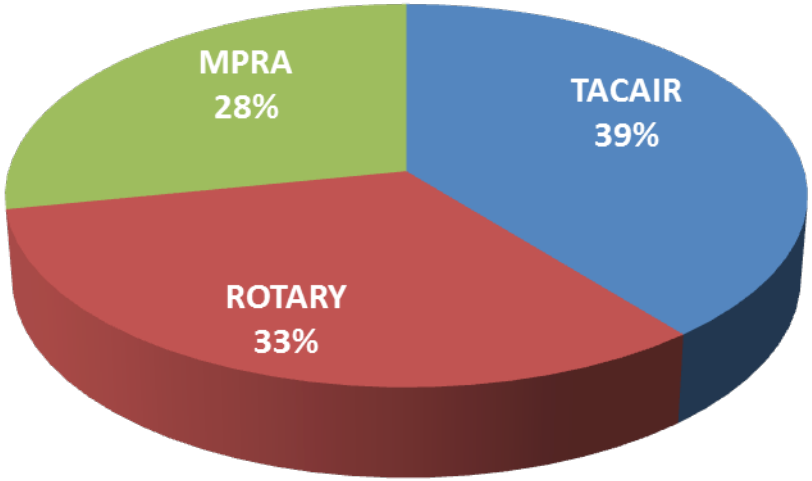
- BUPERS/NPC Overview
- Aviation Career Paths
- Detailing Process
- Detailing Timelines and Options
- Aviation Bonus
- Selection Board
- FITREP Writing
- Q&A

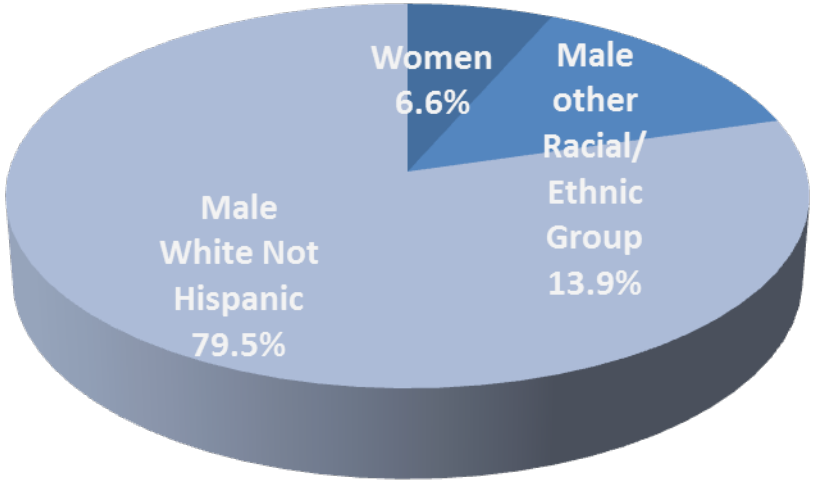
What We Do

- Support Naval Aviation manpower requirements
- Execute manpower distribution policy
- Analyze/mitigate manpower shortages/overages
- Provide FITREP & career counseling guidance
- Provide selection board support & fleet feedback
- We are *YOUR* manpower resource – USE US!
- Detailer – They work for YOU!!

Detailing Charter: ***Match every officer with a billet that balances professional development AND satisfies a valid, priority fleet requirement…***

Aviation Manpower Today





10,427 WINGED NAVY OFFICERS

7,483 NAVAL AVIATORS

2,944 NAVAL FLIGHT OFFICERS

4,089 TACAIR / 3,400 ROTARY / 2,935 MARITIME / 3 missing Aviation AQD

July 2014

ROTARY WILL MAKE UP 50% OF 1310 BY 2017

Warfighting First-Operate Forward-Be Ready

Promotion Zone Forecast

Zone Calculation Form

CAPT	SR / JR IZ Lineal	SR / JR IZ Name	No of Selects	Opp %	Zone Size	Attrition Factor	New Zone	FlowPoint
FY16	2203500	PARKS CHESTER THOMAS	215	50	430	0	430	21-8
	2233000	MEYER GREGORY ANDREW						
FY17	2233025	THIEN PATRICK CHRISTOPHER	216	50	432	0	432	21-8
	2284325	HANSEN PATRICK DAVID						
FY18	2284350	PEEPLES BRYAN S	211	50	422	0	422	21-10
	2310350	FROEHLICH STEPHEN MICHAEL						
FY19	2312775	PERRY TODD STEVEN	194	50	388	0	388	21-11
	2338075	BRIANAS JASON JOHN						
FY20	2338087	SORRENTINO VICTOR	226	50	452	0	452	21-11
	2363700	HIGGINS JASON BRANDT						

CDR	SR / JR IZ Lineal	SR / JR IZ Name	No of Selects	Opp %	Zone Size	Attrition Factor	New Zone	FlowPoint
FY16	3474450	MUHLER KURT JOSEPH	440	70	629	0	629	15-10
	3572875	BRODY WILLIAM F						
FY17	3572975	EWING TIMOTHY R	445	70	636	0	636	15-12
	3741800	LUEBBERT BRIAN S						
FY18	3744200	LARSON JOSHUA ADAM	433	70	619	0	619	16-1
	3860500	LYKINS JOHNNY R JR						
FY19	3860550	STAVRIDES PETER	418	70	597	0	597	16-3
	3950000	BURKLE NICHOLAS A						
FY20	3950050	GILLESPIE DAEHYUN JOSEPH	491	70	701	0	701	16-4
	14791400	PETERSON CAROLYN KAYE						

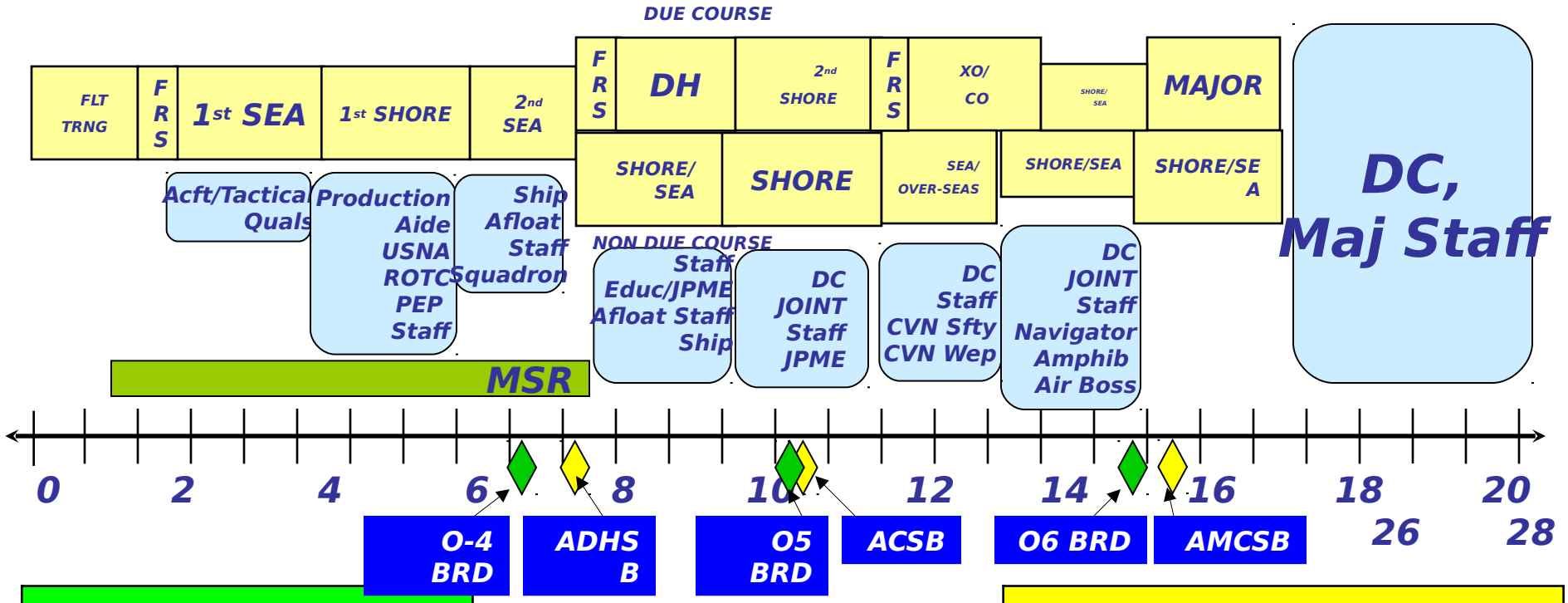
LCDR	SR / JR IZ Lineal	SR / JR IZ Name	No of Selects	Opp %	Zone Size	Attrition Factor	New Zone	FlowPoint
FY16	15246500	CAMPBELL MATTHEW WARNER	850	80	1063	0	1063	10-5
	15867400	SHEETS JAMES EDGARDO						
FY17	15867600	HART BRIAN MICHAEL	843	80	1054	0	1054	10-6
	16444800	MARSTON NICHOLAS CHARLES						
FY18	16445200	BOUTON CAMERON M	800	80	1000	0	1000	10-8
	17027100	BERGSTROM SEAN K						
FY19	17027300	TURNER SARAH JANE	792	80	990	0	990	11-0
	17416300	BRANICK RICHARD L JR						
FY20	17416500	GARROW DOUGLAS J	871	80	1089	0	1089	11-3
	17859600	SCHLAEFER DOUGLAS CHARLES J						

Comes out each DEC -Ref OPNAV message

Title 10 Law

OCM forecast

Aviation Career Path



STATUTORY BOARDS:
LCDR – 80%
CDR – 70%
CAPT – 50%

MSR: Minimum Service Requirement
Pilot – 8 yrs
NFO – 6 yrs

ADMINISTRATIVE BOARDS:
ADHSB - 60 -70%
ACSB - 40-45%
AMCSB - 40-45%

Community Values

1st Sea tour

- Tactical performance
- EP breakout

1st Shore tour

- Production sources are highly valued, then nominative aide tours
- Important to compete and break out in a large summary group

2nd Sea tour

- Broaden your horizons
- Earn a qualification if available (OOD or CDO U/W)
- Competitive EP even better
- You will go to a sea tour in 99% of cases

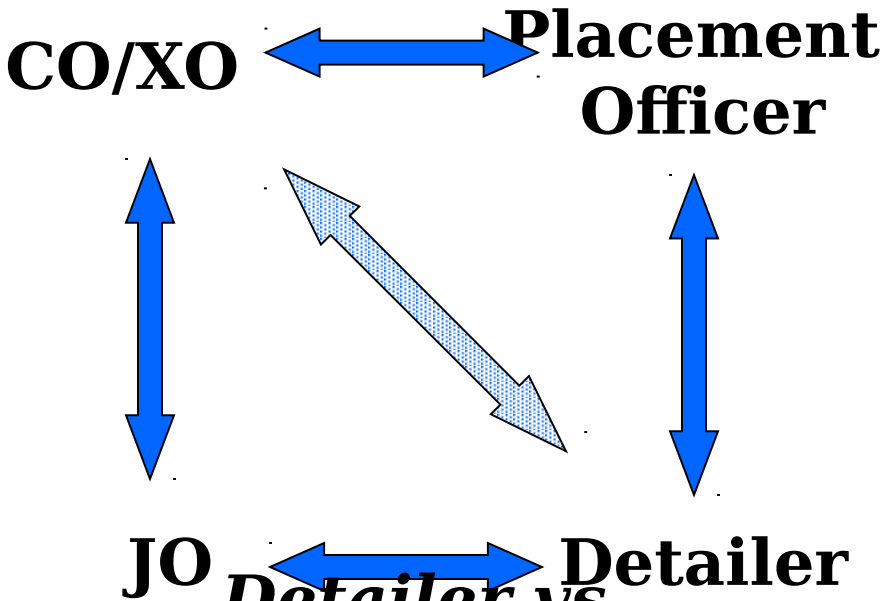
Post-DH tour

- Best performers detailed to demanding follow-on jobs, inside/outside the community
- All Post DHs are important to the NAE

OVERALL

- **SUSTAINED SUPERIOR PERFORMANCE**
- Diversity of assignments; get out of your comfort zone and do the hard job!

Detailing Process



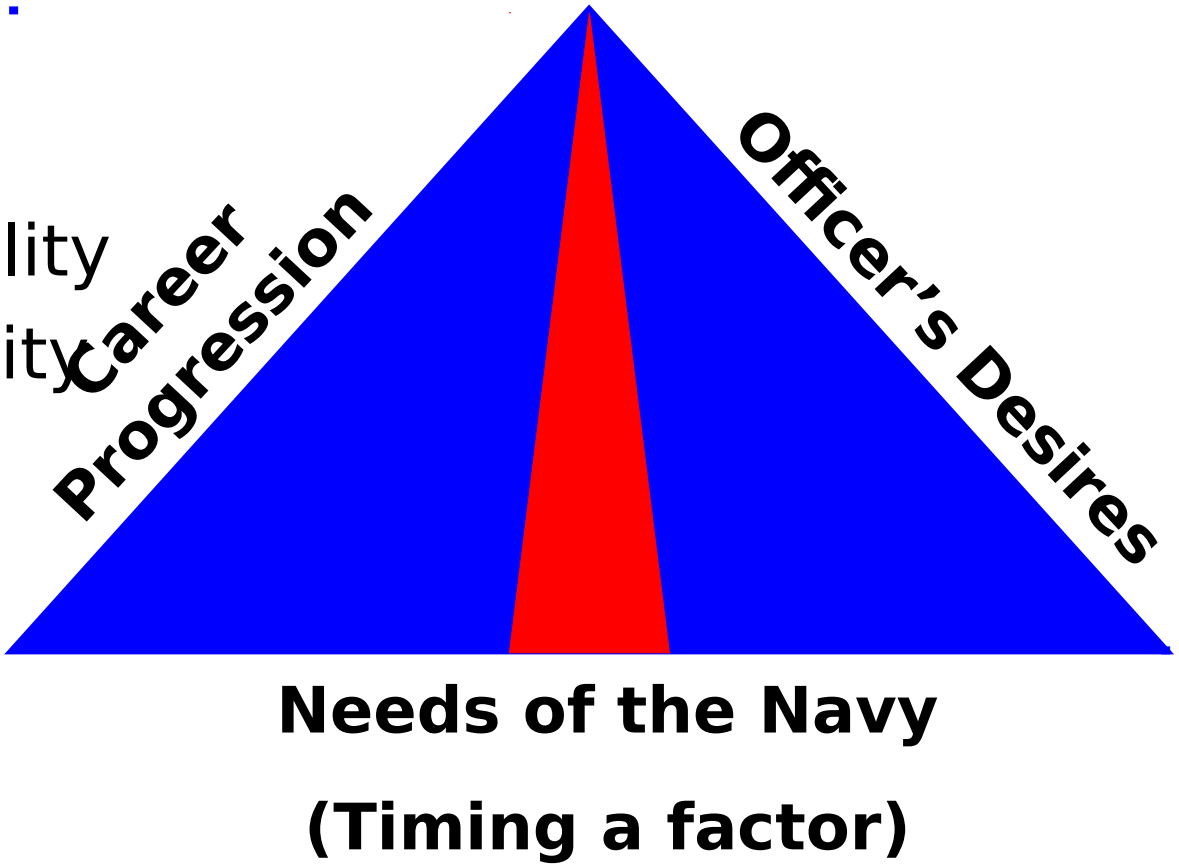
Detailer vs Placement

What's the difference?

- Detailer:
  - Represents needs of the Officer (your advocate)
  - Answer your questions, eliminate misinformation
  - Provide options and guidance
  - **Goal to keep all aviators on track for O-5**
- Placement (Me):
  - Represents the needs of the command
  - Goal is to keep the command manned at the optimal level

Detailing Process

- Big picture
- Your responsibility
- Our responsibility
- Writing orders



Detailing Timeline

12 - 15 months out

- Start thinking about your preferences
- CoC provides options and guidance
- Realistic expectations based on performance, job availability, needs of the Navy

9 - 12 months out

- Communicate preferences to your Detailer (job, location, flying, non-flying)
- Ask questions so that you can make an educated decision
- We will respond back to you, ideally in less than 1-2 weeks. Please be patient as some questions require research and priority goes to those working orders closest to their PRD. Check back if you aren't getting a response.

No contact by 6 months is bac

6 - 9 months

- Commit to a job or receive results of slate
- Coordinate training track, detach and report dates

2 - 4 months

- Orders released on BOL , message traffic, and NSIPS
- We will propose you to a command as required for nominative jobs

Confused or on the fence? Call us and we will explain your options.

1st Shore Tour - Flying

- FRS, WWS, NSAWC, VX-1, HTs, VTs
- Alternate Flying:
  - Aide or nominative job (best alternative option)
  - Station SAR: China Lake, Fallon, Key West, Whidbey, Pax River, Lemoore
  - PEP (Pilot Exchange Program): Limited options
  - DCMA: Stratford, CT and Owego, NY; Japan (C-12)
  - C-12/C-26: GITMO, Misawa, Atsugi, Okinawa, Kauai, Naples, Sigonella
- TPS:

Production

- 4 Selection rounds/year
  - FEB (Jun, Jul, Aug PRDs)
  - MAY (Sep, Oct, Nov PRDs)
  - AUG (Dec, Jan, Feb PRDs)
  - NOV (Mar, Apr, May PRDs)
- Submit nomination package via XO
- Fill out every option
- One chance to apply/compete
- Input from your CO, CO of the gaining commands (FRS/WS/NSAWC) and BUPERS culminates in slate

TPS

- 2 Selection boards/year (Feb and Aug)
- 5 Major Programs
  - ***US Naval Test Pilot School*** (Patuxent River, MD Pilots & NFOs from all communities – 2 classes/year)
  - ***US Air Force Test Pilot School*** TACAIR only
  - ***British Empire Test Pilot School*** RAF Boscombe Down, UK 1 “best qualified” aviator/year
  - ***French Test Pilot School*** 1 “best qualified” aviator every ~3 years French language training provided prior to reporting
- Upon completion of TPS, expect a 24-month tour at HX-21

TPS Considerations

- Quality time in Fleet squadron is critical
  - Sustained superior performance (at least one competitive EP!)
  - Earn all quals available
- Strong technical undergraduate record helps
- Consider timing carefully
  - Leave Fleet squadron NET EP FITREP & fully qualified
  - Must have enough time to complete TPS and 24 month follow-on project officer tour
- Be persistent
  - Quotas, board membership, competition change from board to board

1st Shore Non-Flying

- Flag Aide
- Community wing (very few flying billets)
- Naval Recruiting District
- Naval Postgraduate School
- USNA: Staff, Instructor, LEAD/GE+T
- NROTC (slide to follow)
- DC: OPNAV, OLA, ONI
- Major Staffs (CONUS, OCONUS)
- Olmsted Scholarships (~5 per year)/Legislative Affairs Fellowships

NROTC

- Submit transcripts before board
  - List of available schools will be released with the Production Nom round information (2 months before the board)
  - Next round Dec 2015 (PRD 1603-1605)
- Board convenes every quarter consistent with Nom Rounds
  - Ex. Feb Nom – March NROTC board) (all NAE compete)
- If selected for production, you must decline production in order to participate in NROTC board. You do not have to participate in the Nom round but it's encouraged.
- Orders will not be released until the school approves you as the proposal

2nd Sea Tour Options

- AMPHIB: Air Boss or Fuels Officer (LPD), Air Dept or Safety Officer
- Staff: CVW (WTI preferred), MCMRON, DESRON, ESG, PHIBRON, Numbered Fleet
- CVN: ANAV, OPS ADMIN, Shooter, Asst Air OPS, TAO, Asst Strike OPS
- Super JO (WTI/other)
  - HSM-79 PEU OCT 2015
  - HSM-76 PEU TBD
  - HSM-50 PEU TBD
- PEP (small number)

Pre-DH Tour

- War College
  - USN (Nov, Feb, Aug) – Primary post-DH
  - USA (Jun)
  - USMC (Jul)
  - USAF (Aug)
- NPS (JPME I option…take it)
- Aide
- DC
- GSA (numbers flux)
- Bahrain

FY15 ACCP – The Bonus

- ***Aviation Dept Head Retention Bonus*** – 5 year contract
  - Intent: Retain aviators for DH tour
  - Eligible: FY prior to MSR expiration and the FY of MSR completion
  - $$ amount based on T/M/S and Pilot vs. NFO
  - FY15 amounts shifted based on rotary wing T/M/S
    - HSC - $75k/year; HSM - $75k/year; HM - $75k/year
  - Message released in Feb / Mar and application due NLT Aug 1st

- ***Aviation Command Bonus – Back in play!***

http://www.public.navy.mil/BUPERS-NPC/OFFICER/COMMUNITYMANAGERS/UNRESTRICTED/PAGES/AVIATIONOCM.ASPX

ACCP & ADHSB

- **Long Term Bonus participants who do not serve a DH tour lose bonus eligibility**
  - An aviator is rendered ineligible for ACCP if:
    - Declines consideration (stop and 100% recoup)
    - Fails twice to screen (stop, no recoup)
      - FY14 ACCP allows for bonus retention
    - Declines successful DH screen (stop and 100% recoup)

- **Two-time failure to select for aviation DH is no longer ACCP eligible**
  - No future bonus payments
  - No recoupment of any funds received
  - Obligation is adjusted to reflect funds received to date
  - Once obligation is complete the member may:
    - Redesignate or Separate

Post-DH Shore Tour

- War College/JPME (Timing critical)
  - #1 EP DHs that lack Masters or JPME 1 go to NWC
    - #2 EPs based on demand (summer highest)
  - Senior course requirement to be Phase 1 complete and O-5 (sel) during Curriculum
    - All others require OPNAV N15 waiver
- #1 EP DH with Masters and JPME Phase 1 Complete
  - Overseas joint (EUCOM, NATO, AFRICOM)
  - CONUS joint (do not worry about incumbent screening)
    - DC (JCS), Norfolk (JFCOM), Tampa (CENTCOM, SOCOM),Omaha (STRATCOM), Miami (SOUTHCOM), Colorado Springs (NORTHCOM), St. Louis (TRANSCOM), San Antonio (JIOWC)
  - Community jobs – NPC & N98 Bullpen (HSM)

Post-DH Shore Tour

- #2 EP DH (MO or OPSO important for O-5)
  - Major staff – Remain competitive for O-5
    - Overseas
    - CONUS – NPC (non-PERS 43), OPNAV, NAVAIR, USFF, CNAL/P, C3F
    - Community billets – FRS DH, TYPEWING OPS/Safety/Training, WEPSCOL

Selection Boards

- Statutory Boards *(PERS-43 contact prohibited)*
  - Promotions to next rank
  - Board members from every community (Aviators, Surface, Sub, etc…All URL)

- Administrative Boards
  - Selection process for career milestones
  - Department Head, Command, Major Command
  - Membership limited to specific communities

"Select the best and most fully

FITREP Translation (PSR)

PERFORMANCE SUMMARY REPORT SUBMITTED BY: VUW6285 DATE OF REPORT: 11/12/99

NAME (LAST, FIRST, MIDDLE): SMITTY JOHN JACOB | DESIG/RATE: 1310 | SSN: | PAGE 1 OF 1

PG	STATION	DUTY	DATES	MOS	REPORTING NAME	PG	SENIOR TITLE	TRAITS 1	2	3	4	5	AVERAGES IND	SCM	R/S	COM	PROMOTION REC SP	PR	P	MP	EP	RPT TYPE
O4	WAR COLL	STU-STU DENT-08	110195 061596	8		O6	DIR	-	-	-	-	-	-	-	-	-						RG
O4	VFA-149	SAFETY OFFICER	061696 103196	5		O5	CO	0	0	0	3	4	4.57 4.68		4 4.68		0	0	X 2	1	1	RG
O4	VFA-149	OPS OFF ICER	103196 041397	5		O5	CO	0	0	0	3	4	4.57 4.57		4 4.64		0	0	X 2	1	1	RG
O4	VFA-149	OPS OFF ICER	041497 103197	7		O5	CO	0	0	0	2	5	4.71 4.64		5 4.69		0	0	2	X 1	1	RG
O4	VFA-149	MAINT O FF	110197 091198	10		O5	CO	0	0	0	0	7	5.00 5.00		9 4.73		0	0	2	1	X 1	RG
O4	STAFF LANT		091298 103198	2		O6	DIRECTOR	0	0	0	3	3	4.50 4.62		40 4.70		0	0	X 4	3	2	RG
O4	STAFF LANT		110198 071599	9		O6	DIV DIR	0	0	0	1	5	4.83 4.62		50 4.69		0	0	4	2	X 2	RG

JPME PHASE I

NCM

1/8

#1 EVERYWHERE HE'S BEEN!

JAPAN, JPME, CDO!

ABSOLUTE MUST SELECT

PRESS 100 NOW!!!

FITREP Translation (OSR)

FOR OFFICIAL USE ONLY — NAVPERS 1070/123 (REV 2-77)

OFFICER SUMMARY RECORD — VUW6285

NAME: SMITTY JOHN JACOB "GOOBER" — YG 85 — DATE PROC: 111299 — SEQ. NUM: W6285 — A++

SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE	
		1310	600326	39			
	CAPT.	CDR	LCDR	LT	LTJG	ENS	WARRANT
PROM HISTORY: DATE OF RANK			950501	881201	861102	841102	

PRESENT DUTY STATION: STAFF LANT

PRESENT BILLET: PERS DIST OFF/

EDUCATION

COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC
ALASKA ST	83 BACH/1 PR	CHEMISTR		

SERVICE SCHOOLS ATTENDED

COURSE: COMD STAF — NUC SAFETY OFF
DATE/WEEKS: 9606 38 — 9008 01

COURSE: WPNS TRNG OFF
DATE/WEEKS: 8909 01

COURSE:
DATE/WEEKS:

ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRADE
840726	N	84	003	OCU2

IA
Overseas ✓
Joint
Major Staff ✓
JPME ✓
CDO Underway

PERSONAL DECORATIONS

HIGHEST AWARD
AIR MDL S/F 02
NAV ACHV-V 01
NAV ACHV 04

REMARKS

SELECTED FOR JUNIOR SERVICE COLLEGE
SELECTED FOR SENIOR SERVICE COLLEGE

SELECTED FOR CDR COMMAND

SPECIAL QUALIFICATIONS

1 LT AFF FAIS
2 CDO UNDRWAY
3 COMM ALNGSD
4 JPME PHASE1
5 ADVSRY GRD
6 INSTNFLEXJT
7 PLTTRA JET
8
9
10
11
12

ADHSB

- Mission objective:
  - Select Aviation Department Heads of operational/training squadrons from all eligible officers
  - Aviation path to CDR and Command is via DH tour
  - Sustained superior performance
  - Retention and competition = Quality DHs

- Every record receives equal consideration

OP-T Department Head

- PERS-43 policy initially implemented for SG98 ADHSB
- Record retention = record competition, quality officers without opportunity to advance past LCDR in aviation
- Allows member to continue with aviation bonus
- Example OP-T DH billets: HTs/VTs/TACRONs

ACSB

- All looks completed in 2 years
  - IZ OP, then AZ OP + OP-T
- Annual selection numbers normalized
- Goal is for percentages to be as equal as possible among screen groups

FITREP Writing

- A competitive # 1 EP FITREP is the best way for a Commanding Officer to reward performance
  - Larger summary groups and length increase strength
  - Always rank top officers with either a hard or soft breakout in the FITREP
- Make recommendations for future milestones
  - DH, Command, etc

FITREP Writing

- Explain unusual circumstances in the FITREP
  - Perceived decliner due to promotion
  - Early roller for an aide billet, hard fill job, etc.
- Document all qualifications

*****Make the FITREP easy to read! Block 41 should be written to the boards!!***

Record Review

You are responsible for your record, not the Detailer!

- A complete and accurate record = Your resume
- Check your record at: **www.bol.navy.mil,** Official Military Personnel File (OMPF) is great tool to visually confirm that all documentation has been included in your record.
  - Verify OSR against FITREPs
  - Check for continuity (gaps > 30 days), legibility
  - Awards and qualifications
  - Additional Qualification Designators (AQDs)
    - Navy Officer Manpower and Personnel Classifications (NAVPERS 15839I)
  - Education

Questions?

http://www.public.navy.mil/bupers-npc/officer/Detailing/aviation/detailers/Pages/Helicopter.aspx